

Business Ethics/Code of Conduct

Plumas Bank requires employees to acknowledge annually the Code of Ethics and Standards of Conduct. Plumas Bank shall provide employee training, as necessary, when this Code of Ethics Policy is periodically amended.

All employees and non-employee directors shall certify that they have read and understand this Code of Ethics Policy. The Human Resources Department shall be responsible for providing a copy of the Code of Ethics Policy in the new employee package for all new employees and obtaining a certificate that they have read and understand this Code of Ethics Policy.

This Code of Ethics Policy is an addendum to the employee, receipt of which shall be acknowledged by all Company employees. The Company shall provide employee training, as necessary, when this Code of Ethics Policy is periodically amended.